

CONCORDIA UNIVERSITY  
COMMERCE AND ADMINISTRATION FACULTY COUNCIL  
MINUTES OF MEETING  
FRIDAY, JANUARY 22, 1988

Present: S. H. Appelbaum (Chair)  
D. Acland (Acco.), D. Ajmo (CASA), M. Anvari (Fina.), K. Argheyd (Mana.), V. V. Baba (Mana.), C. Brown (Liaison), R. Curnew (Acco.), I. Devine (Assoc. Dean), J. Doukas (Fina.), A. Farhoomand (DS&MIS), C. Foster (Reg.), Z. Gidengil (Mktg.), J. R. Goodwin (Mana.), C. Hamam (CASA), S. Hoffman (Lib.), P. Howard (CASA), B. Ibrahim (Mana.), M. Kaufmann (CASA), J. Kelly (Mana.), L. Kryzanowski (Fina.), M. Kusy (DS&MIS), M. Laroche (Mktg.), R. A. Long (Acco.), S. Loo (CASA), G. Martin (Comp.Sci.), L. McGown (Mktg.), E. Morey (Status of Women) S. Ng (CASA), R. Oppenheimer (Mana.), D. Otchere (Econ.), K. Perry (Employ.Equity), C. Potter (Fina.), A. Rahman (Fina.), C. A. Ross (Assoc. Dean), F. Simyar (Acco.), Y. Stanojlovic (CASA), T. J. Tomberlin (DS&MIS).

Absent  
with

apology: M. Armstrong, D. Gandhi, R. O. Wills

I      Call to Order

The meeting was called to order at 09:35.

II     Closed Meeting

There were no items on the agenda for a closed meeting.

III    Open Meeting

IV     Approval of the Agenda (CAFC-88-01A)

Members of Council agreed to the Chair's recommendation that item X.1 be dealt with immediately after item VI.

IT WAS MOVED BY I. DEVINE AND SECONDED BY A. RAHMAN THAT THE AGENDA, CAFC-88-01A, BE APPROVED AS PRESENTED.

THE MOTION WAS CARRIED.

V     Approval of minutes of previous meeting (CAFC-87-11M)  
The following revisions to the minutes were noted:

.Additions to attendance list page 1: P. Howard (CASA), Y. Stanojlovic (CASA).

.Correction: Page 10, second paragraph - change "punker" attitude to read "bunker".

IT WAS MOVED BY J. DOUKAS AND SECONDED BY M. KUSY THAT THE MINUTES OF THE FACULTY COUNCIL MEETING HELD NOVEMBER 27, 1987, CAFC-87-11M, BE APPROVED AS AMENDED.

With regard to the taping of Council proceedings, J. Kelly requested a written statement from the Secretary of Faculty Council providing procedures for the control, storage and erasure of the tapes and including information about how other areas of the University, the Faculty of Arts and Science for example, handled this procedure. J. Doukas agreed to respond to Professor Kelly's request.

THE MOTION WAS CARRIED.

VI      Chair's Remarks and Question Period

The Chair encouraged faculty participation at the remaining MBA Case Competition events and noted the excellent organization of the event as well as the positive publicity that this year's activities had generated for the Faculty and the University.

The Chair advised that he would be conducting preliminary negotiations with San Francisco State University about student and faculty exchange programs in late February and would report further details at the March meeting of Council. The Chair also advised the Council members of the beneficial activities of the Council for International Cooperation, directed by Dr. M. Singer, which, in collaboration with the Deans of the Faculties and directors of University Exchange programs, will provide a centralized base for all international exchange programs within the University.

The Chair announced that Dr. T. J. Tomberlin, Associate Professor, Department of Decision Sciences and Management Information Systems, had been appointed Chair, Department of Decision Sciences and Management Information Systems, for a three year period, June 1, 1988 - May 31, 1991 and Dr. M. Anvari, Associate Professor, Department of Finance, had been appointed Chair, Department of Finance, for a three year period June 1, 1988 - May 31, 1991.

In conclusion, the Chair reported that the Quebec Government had approved the conceptual design of the new library building and Associate Dean Devine was a member of the committee currently considering allocation of non-library space. Additionally, he noted that the Quebec government was reviewing the university funding formula. He remarked that the future was looking more optimistic which may be partially attributable to the publicity of Action Day.

VII      Business Arising from Previous Meeting (CAFC-87-11M)

1.      Distinguished Teaching Award - Revision (CAFC-88-01A-06)

A. Rahman distributed copies of the proposed changes to the original proposal, CAFC-87-11A-06, which had been approved in principle by Faculty Council at the November 27th meeting. The revisions were explained in detail. Dr. Rahman noted that he had incorporated all recommendations received.

IT WAS MOVED BY A. RAHMAN AND SECONDED BY A. FARHOOMAND THAT FACULTY COUNCIL APPROVE THE IMPLEMENTATION OF THE DISTINGUISHED TEACHING AWARD AS PRESENTED IN DOCUMENT CAFC-87-11A-06 AND INCORPORATING THE REVISIONS OUTLINED IN DOCUMENT CAFC-88-01A-06.

In response to a question, A. Rahman confirmed that the award was limited to the Faculty of Commerce and Administration and noted that many of the guidelines had been based on the criteria for the John O'Brien Teaching Award. The ensuing discussion focused on the question of distinctive categories for the award. The consensus of opinion indicated that there should be only one award per year unless there were exceptional circumstances and that the category of the recipient should not be relevant.

The mover and the seconder agreed to amend the revisions to the proposal (CAFC-88-01A-06, p. 3, last paragraph) to read: "Normally, there will be one award each year. However, under exceptional circumstances, there may be more than one recipient."

THE MOTION WAS CARRIED UNANIMOUSLY.

Council members strongly supported the implementation of the Distinguished Teaching Award for the June 1988 Convocation. The election of the Distinguished Teaching Awards Evaluation committee should proceed as soon as possible.

2. CASA Report on Queens Business Conference

S. Ng reported that she had attended the Queens Business Conference in November and explained that the main objective of the conference was to provide students from across Canada with the opportunity to make contact with representatives from major Canadian companies. The theme of the conference was "Adapting to a Dynamic Environment and Corporate Challenge".

Ms. Ng advised that fourteen of the twenty-eight participating universities remained for the finals of the Queens Intercollegiate Case Competition. She noted that the majority of finalists were from the West with the University of Alberta participating in four out of six categories and the University of Calgary participating in all six categories. The Western universities also dominated in the winners circle. She further noted that a survey revealed that Carleton University, the University of Calgary, the University of Regina and the University of Saskatchewan offered credit for competition participation. Ms. Ng emphasized the prestige and awareness gained by schools that placed in the competition as well as the benefits reaped by Queens University in terms of business contacts, student opportunities and alumni support. Ms. Ng expressed her hope for more Concordia involvement and support in future competitions.

In conclusion, Ms. Ng announced that February 1 - 5th was "Commerce Week" which would feature the several guest speakers including Sol Zuckerman, Alice Wong, Steven Greenberg. She asked Council members to encourage student participation in these and other events scheduled.

A discussion followed concerning faculty coaching, student credit for participating and commitment to excellence relative to the Queens Intercollegiate Case Competition. The Chair recommended that Ms. Ng submit a written proposal to him articulating what the students would like in terms of Faculty commitment for next year's competition which would then be tabled for discussion at the Faculty Administrators Committee meeting.

3. Draft Report, Faculty Research Centre Committee (CAFC-88-01A-04)  
C. A. Ross explained that the purpose of the committee was to establish a Faculty mechanism for vetting new Faculty Centres and outlined the draft report.

IT WAS MOVED BY C. A. ROSS AND SECONDED BY I. DEVINE THAT FACULTY COUNCIL APPROVE, IN PRINCIPLE, THE DRAFT REPORT ENTITLED "RESEARCH CENTRES IN THE FACULTY OF COMMERCE AND ADMINISTRATION", DOCUMENT CAFC-88-01A-04.

In response to C. Potter's question as to the relationship of departments and centres, C. A. Ross explained that centres were intended to fill a gap between the existing department and faculty structures to facilitate an interdisciplinary approach to scholarly and pedagogical activities.

J. Kelly asked the Chair to ensure that the criteria for centres included a provision for financial reporting to the Faculty. As an example, he suggested a report similar to that provided by the Concordia Small Business Consulting Bureau. He noted that he had previously addressed this issue with little success in regard to the Executive MBA program. Professor Ross commented that this issue had been brought forward by the committee, however, no agreement had been reached. The Chair replied that all Faculty Centres were examined and audited by the Office of the Dean and there was no precedent for financial reporting falling within the purview of Faculty Councils, or Senate. He added that although Centres reported their activities to Faculty Council, the responsibility for managing the Centres rested with the Office of the Dean. With respect to the Executive MBA Program, the Chair pointed out the program was self-financed. Professor Kelly stated that the Chair's response had been satisfactory and requested that the issue of Centres providing financial reports to the Faculty be brought to the attention of the Faculty Council Steering Committee. The Chair noted that this issue had not been addressed in the Faculty Research

Committee report and a precedent on financial reporting had been set at a previous Council Meeting, but agreed to bring this issue to the Faculty Council Steering Committee.

L. Kryzanowski stressed the importance of financial disclosure in providing protection to the Centre directors.

IT WAS MOVED BY R. OPPENHEIMER AND SECONDED BY M. KUSY THAT THE MOTION BE TABLED UNTIL THE FEBRUARY MEETING OF FACULTY COUNCIL TO ALLOW TIME FOR DISCUSSION AT THE DEPARTMENT LEVEL.

THE MOTION WAS CARRIED (in favor 21, opposed 2).

It was agreed that feedback from the department would be sent to C. A. Ross who would in turn incorporate the revisions into the report for consideration at the next Faculty Council meeting.

4. Motion to form Task force concerning acquisition of a building for Commerce and Administration (CAFC-88-01A-01)

J. Doukas agreed to change the wording of the proposed resolution, CAFC-88-01A-01, to reflect an overall solution as opposed to one specific to MBA students.

The following resolution was moved by J. Doukas and seconded by D. Ajmo:

BE IT RESOLVED THAT A TASK FORCE BE FORMED TO EXAMINE THE ACQUISITION OF A BUILDING AS A PERMANENT SOLUTION TO THE CHRONIC SPACE DIFFICULTIES FOR THE FACULTY OF COMMERCE AND ADMINISTRATION.

A brief discussion concerning the financial feasibility of acquiring a building ensued.

It was recommended that the Task Force be composed of approximately two people. It was further recommended that one member of the Task Force possess real estate finance expertise.

THE MOTION WAS CARRIED UNANIMOUSLY.

With regard to selection of the committee, it was suggested that the Chair make the appointments. The Chair indicated that he would prefer to invite participation from interested faculty members.

VIII Reports from Standing Committees

1. Commerce Graduate Studies Committee

C. A. Ross reported that a new evaluation form for selection of Ph.D. candidates had been implemented to assist the departments

in decision making. With regard to the MBA Program, Dr. Ross reported that the establishment of a marketing plan, a review and revision of the curriculum including recommendations regarding the business research component of the curriculum and the establishment of a library of textbooks, cases, course outlines and schedules for the use of MBA core coordinators, instructors and staff advisors were among this year's program objectives. He advised that all teaching positions in the EMBA were open to interested faculty members. In conclusion, he advised that a discussion of the future of the Diploma in Accountancy program at the last Graduate Studies meeting had resulted in the following motion being adopted: "It was moved by Professor Tomberlin and seconded by Mr. Beique that the Diploma in Accountancy Committee be mandated to provide the Graduate Studies Committee at its regular March meeting with a report on the problems of the Diploma in Accountancy program including appropriate changes for future development."

In response to a question on the status of the M.Sc. Program, Dr. Ross advised that the Quebec Government was evaluating the program. He added that in November 1987 the Faculty had submitted the names of four external evaluators to the Ministry as part of the evaluation procedure.

- VIII      2. Commerce Undergraduate Curriculum Committee  
A. Rahman reported that the committee had considered the minor in Transportation Management.

IX      Reports from Faculty Representatives on University Committees

1. University Senate  
M. Kusy reported that the last meeting of Senate dealt with the extension of evening time slots in other Faculties and the approval of Graduate Curriculum Revisions. He noted that groundbreaking for the new library building was expected in the Fall.
2. Arts and Science Faculty Council  
There was no report.
3. Academic Planning and Priorities Committee  
V. V. Baba reported that the Guidelines and Procedures document had been revised and forwarded to Senate.
4. Academic Programmes Committee  
J. Kelly reported that the committee had discussed the University Writing Test evaluation and the costing of new programs.
5. Senate Research Committee  
C. A. Ross advised that a ceremony for the UQAM/Concordia

liaison would take place on February 6th. He also reported that although there was an expected reduction in support for working papers, he did not feel the Faculty would have a change in status. He outlined the criteria the committee had developed as guidelines for Senate evaluation of Research Centres and advised that the committee was to meet again to come up with a clear definition of a Research Centre. A discussion of the importance of a clear definition of a Research Centre followed.

6. Academic Services Committee

A. Rahman reported that the committee had discussed the last trial year of the two six and a half week summer schedule, a draft uniform computer policy, the facilities in the CBC building and the publicity generated by Mark Schofield.

7. University Library Committee

There was no report

8. Fellowships, Scholarships and Awards Sub-Committee

V. V. Baba noted that he had received a letter from Dean Szabo indicating that there would be reduced student support in the future. In light of the serious implications this would have, he requested Associate Dean Ross to bring this issue to Dean Szabo's attention.

9. Sub-Committee on Academic Computer Policy

There was no report.

10. Senate Computer Resources Committee

There was no report.

11. Board of Governors

M. Kusy reported that the re-appointment of Dean Appelbaum for a five year term had been announced and the revision of the Graduate Students Association's bylaws had been considered.

12. Board of Graduate Studies

I. Devine reported that Graduate Program calendar changes had been approved.

X New Business

1. Guest: Kathleen Perry, Employment Equity Coordinator

K. Perry explained that the Employment Equity Program had been approved by the Board of Governors in September 1986 and was supported by the Ministry of Education and Science. The objective of the program was to achieve representation of women proportionate to availability statistics and to provide new opportunities for career development. Ms. Perry outlined her objectives for the next year as Employment Equity Coordinator which included (a) a diagnostic evaluation of the current

situation to determine the proportion of under-representation in all categories and the review of employment systems, rules and practices which may have a discriminatory effect and (b) after defining the position of the target group, the design of a program to improve representation, the establishment of goals and timetables and the consideration of corrective and support measures. She advised that the final step would be the implementation and accompanying assessment of the program which was expected to result in an equitable representation of women in all categories of employment at Concordia based on employment procedures exempt from discriminatory effects.

XI      Other Business

1. Centre for Small Business and Entrepreneurial Studies Annual Report (CAFC-88-01A-02)  
The report was accepted. There were no comments or questions.
2. Response to Faculty Council's Motion concerning the publicity of the financial plight of the University (CAFC-88-01A-03)  
The Chair noted that the documentation was the response from K. Whittingham to the motion made at the October 30th Council meeting.
3. CASA Motion concerning student representation at Department Meetings (CAFC-88-01A-05)  
The following resolution was moved by D. Ajmo and seconded by C. Hamam:

BE IT RESOLVED THAT ALL DEPARTMENTS HAVE REGULAR UNDERGRADUATE STUDENT REPRESENTATION AT THE DEPARTMENT MEETINGS. THE STUDENT WOULD BE ELIGIBLE TO SIT IN ON ALL MEETINGS IN WHICH TOPICS THAT AFFECT STUDENTS, EITHER DIRECTLY OR INDIRECTLY, ARE DISCUSSED. THE STUDENT WOULD ALSO BE ELIGIBLE TO VOTE ON ALL TOPICS THAT COME UP AT THE MEETINGS HE IS ATTENDING WITH THE FOLLOWING EXCEPTIONS: (1) DISCUSSION ON TENURE AND SALARIES; (2) DISCUSSION ON DEPARTMENTAL HIRING PRACTICES; (3) ANY OTHER ISSUE THAT DOES NOT AFFECT THE STUDENTS, DIRECTLY OR INDIRECTLY.

The mover and the seconder agreed to reword the resolution using inclusive language and to amend item (2) to include the following phrase: "...and all other personnel matters".

A number of Council members expressed their support of student involvement at the department level. R. Oppenheimer noted that this issue had already been discussed at the department level and stated that his opposition was based on his discomfort with the notion of Faculty Council overriding a department position. D. Ajmo empathized with R. Oppenheimer but pointed out that Council approval was primarily needed to enable the CASA students to fulfill their mandate and to ensure that it was officially recorded that students had the right of representa-

tion at the department level. It was noted that this motion had been considered by Faculty Council in March 1982 and was subsequently tabled and withdrawn.

THE MOTION WAS CARRIED AS AMENDED (28 in favor, 2 opposed, 2 abstentions).

4. Availability of Accountancy solutions for assignments

IT WAS MOVED BY D. AJMO AND SECONDED BY C. HAMAM THAT THE DEPARTMENT OF ACCOUNTANCY BE REQUESTED TO PUT ALL SOLUTIONS FOR ASSIGNMENTS ON RESERVE IN THE LIBRARY PRIOR TO THE MID-TERM EXAMINATIONS.

F. Simyar advised that this issue had been addressed at the Accountancy Department meeting and it had been decided that the provision of solutions would be the decision of individual professors. D. Acland noted that solutions were similar to sample exams or term papers where in some instances it would be pedagogically unwise to distribute them to students. He further explained that examples of solutions were available in the students' textbooks and the restriction of solutions was in accordance with the main message to students that in Accountancy there is no one solution. He added that the mandatory provision of solutions would imply that there was indeed one solution which would be inappropriate and invalid.

C. Hamam commented that the restriction of solutions had been congruent with the implementation of the academic materials fee.

A. Rahman stated that he had received numerous complaints on this issue, particularly related to Acco. 213 where some sections provided solutions and others did not. He suggested that course coordinators make the decisions regarding the availability of solutions.

IT WAS MOVED BY T. J. TOMBERLIN AND SECONDED BY R. OPPENHEIMER THAT THE ISSUE OF PROVIDING ACCOUNTANCY SOLUTIONS BE TABLED FOR FURTHER DISCUSSION IN THE DEPARTMENT OF ACCOUNTANCY.

THE MOTION WAS CARRIED (19 in favor, 6 opposed)

IT WAS MOVED BY K. ARGHEYD AND SECONDED BY D. OTCHERE THAT THE MEETING BE ADJOURNED.

THE MOTION WAS CARRIED.

The next meeting of Faculty Council will take place on Friday, February 19, 1988 at 09:30 in room AD131, Loyola Campus.